

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174

Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data					2016 thru 12/31
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Race	145	132	164	142	158	34
Color	63	55	79	65	74	14
Religion	16	13	23	21	20	3
Reprisal	199	189	195	184	199	50
Sex (including complaints filed under Equal Pay Act)	134	128	144	153	133	29
National Origin	38	46	54	42	40	6
Age	125	95	136	134	128	27
Disability	96	100	104	93	111	26
NonEEO basis	10	17	19	18	15	4
Genetics	2	1	3	4	4	1
PDA	0	0	2	4	3	0

[illegible]

Denied	13	9	1	5	5	2
Directed	21	10	14	13	8	3
Reasonable Accommodation	19	23	19	28	25	10
Reinstatement	2	2	0	0	0	0
Retirement	7	2	4	5	4	1
Termination	33	22	47	10	27	8
Terms/Conditions of Employment	7	3	3	13	10	2
Time and Attendance	18	16	11	19	14	2
Training	32	26	41	24	26	2
User Defined Other	25	30	49	17	9	1

Processing Time	Comparative Data					2016 thru 12/31
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Complaints pending ( <i>for any length of time</i> ) during fiscal year						
Average number of days in investigation stage	145.66	136.22	155.18	138.87	137.87	141.84
Average number of days in final action stage	51.21	42.58	213.69	42.37	41.91	62.38
Complaints pending ( <i>for any length of time</i> ) during fiscal year where hearing was requested during fiscal year						
Average number of days in investigation stage	154.21	139.13	159.71	150.78	141.31	142.21
Average number of days in final action stage	32.75	32.43	303.84	26.8	35.39	52.76
Complaints pending ( <i>for any length of time</i> ) during fiscal year where hearing was not requested						
Average number of days in investigation stage	142.98	130.58	147.46	142.72	129.16	140.95
Average number of days in final action stage	68.66	58.95	67.73	58.15	51.04	76

Complaints Dismissed by Agency	Comparative Data					2016 thru 12/31
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	112	87	105	61	92	14
Average days pending prior to dismissal	41	135.52	33	46.1	812	26
Complaints Withdrawn by Complainants						
Total complaints Withdrawn by Complainants	15	13	25	16	20	2

Total Final Actions Finding Discrimination	Comparative Data										2016 thru 12/31	
	Previous Fiscal Year Data											
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings - Final Action	2		3		6		2		3		1	
Without Hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
With Hearing	2	100.0	3	100.0	6	100.0	2	100.0	3	100.0	1	100.0

Findings of Discrimination Rendered by Basis	Comparative Data(Sec. 1614.705)											
	Previous Fiscal Year Data											
	2011		2012		2013		2014		2015			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>											2016 thru 12/31	
	#	%	#	%	#	%	#	%	#	%	#	%

Total Number Findings	2		3		6		2		3		1	
Race	2	100.0	2	66.7	3	50.0	1	50.0	1	33.3	1	100.0
Color	1	50.0	2	66.7	0	0.0	0	0.0	1	33.3	0	0.0
Religion	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Reprisal	2	100.0	3	100.0	4	66.7	1	50.0	2	66.7	1	100.0
Sex (including complaints filed under Equal Pay Act)	1	50.0	4	133.3	5	83.3	0	0.0	0	0.0	1	100.0
National Origin	0	0.0	1	33.3	0	0.0	1	50.0	0	0.0	0	0.0
Age	1	50.0	2	66.7	2	33.3	2	100.0	2	66.7	0	0.0
Disability	0	0.0	1	33.3	0	0.0	1	50.0	1	33.3	1	100.0
NonEEO basis	0	0.0	0	0.0	1	16.7	0	0.0	0	0.0	0	0.0
Genetics	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
PDA	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Findings After Hearing	2		3		6		2		3		1	
Race	2	100.0	2	66.7	3	50.0	1	50.0	1	33.3	1	100.0
Color	1	50.0	2	66.7	0	0.0	0	0.0	1	33.3	0	0.0
Religion	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Reprisal	2	100.0	3	100.0	4	66.7	1	50.0	2	66.7	1	100.0
Sex (including complaints filed under Equal Pay Act)	1	50.0	4	133.3	5	83.3	0	0.0	0	0.0	1	100.0
National Origin	0	0.0	1	33.3	0	0.0	1	50.0	0	0.0	0	0.0
Age	1	50.0	2	66.7	2	33.3	2	100.0	2	66.7	0	0.0
Disability	0	0.0	1	33.3	0	0.0	1	50.0	1	33.3	1	100.0
NONEEO	0	0.0	0	0.0	1	16.7	0	0.0	0	0.0	0	0.0
Genetics	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
PDA	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Color	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Religion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reprisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sex (including complaints filed under Equal Pay Act)	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Age	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disability	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
NonEEO basis	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Genetics	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
PDA	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Findings of Discrimination Rendered by Issue	Comparative Data										2016 thru 12/31			
	Previous Fiscal Year Data													
	2011		2012		2013		2014		2015					
	#	%	#	%	#	%	#	%	#	%	#	%		



Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Assignment of Duties	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Awards	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conversion to Full Time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disciplinary Action												
Demotion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reprimand	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Suspension	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Removal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Duty Hours	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Evaluation/Appraisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Examination/Test	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harassment												
Non-Sexual	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examination	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Pay Including Overtime	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Promotion/Non Selection	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reassignment												
Denied	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Directed	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reasonable Accommodation	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Reinstatement	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Retirement	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Termination	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Time and Attendance	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Training	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
User Defined Other	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2016 thru 12/31
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	597	582	459	506	530	743
Total Complainants	351	315	358	410	426	603
Number complaints pending						
Investigation	75	96	97	84	97	128
Hearing	325	329	252	297	292	426
Final Agency Action	109	69	30	20	26	59
Appeal with EEOC Office of Federal Operations	88	88	80	105	115	0

Complaint Investigations	Comparative Data					2016 thru 12/31
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Pending Completion Where Investigation Exceeds Required Time Frames	23	1	15	7	7	1